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March 2014

MAGAZINE

African Youth Program

Engaging Future Leaders in
Cross-border Exchange

Post of the Month: Zagreb

Employees Navigate Change
in Croatia's Capital City

After the Storm

Department coordinates with other agencies
to aid Typhoon Haiyan victims in Philippines

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On The Cover

Typhoon Haiyan winds its way through the South China Sea after cutting a destructive path through the Philippines, Nov. 9.

NASA Goddard MODIS RRT photo

BY ISAAC D. PACHECO

A Coordinated Effort

With punishing winds howling at up to 195 mph, Typhoon Haiyan (known as Typhoon Yolanda in the Philippines) was the strongest recorded storm at landfall, and the most powerful tropical cyclone in recorded history based on its sustained wind speeds. The super-typhoon cut a devastating path through the Philippines, killing at least 6,201 people there and displacing millions more as it wound through the South China Sea into Vietnam and into southern portions of China as a severe tropical storm.

Haiyan's record-setting winds and relentless storm surge caused catastrophic destruction in the Philippines' Leyte province, leveling more than 70 percent of the island's structures and displacing 620,000 residents, according to the United Nation's Office for the Coordination of Humanitarian Affairs (OCHA).

The province's largest city, Tacloban, was particularly hard-hit, with powerful gusts and wind-driven waves up to 19 feet high flattening structures and overturning vehicles and machinery. Marine Corps Brig. Gen. Paul Kennedy described the destruction he witnessed during a helicopter fly-over, saying, "I don't believe there is a single structure that is not destroyed or severely damaged in some way—every single building, every single house."



Considering the complexity of responding to such a large-scale disaster, the Department of State relied on its partnerships with international disaster relief agencies, numerous humanitarian non-governmental organizations and the military to provide medical supplies, food, water and shelter to hundreds of thousands of residents in the hardest hit provinces. Their quick response efforts helped mitigate some of the storm's negative effects and saved thousands of lives.

Our cover story examines how the U.S. Embassy in Manila helped coordinate the U.S. response in partnership with the Defense Department and USAID. Embassy personnel not only exchanged information with civilian and military responders to keep leaders in Washington, D.C., up to date on the situation in disaster areas, but also worked face-to-face with the Philippine people to help them get back on their feet.

Read more (pg. 28) about how strong, established partnerships, effective crisis-response planning and a passion for helping those in need helped Embassy Manila coordinate a successful response force in the aftermath of an unprecedented storm. ■

A handwritten signature in dark ink, appearing to read "Isaac D. Pacheco".



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In the News

Additional Award Winners Noted



The names of five winners of bureau-level awards, plus that of the winner of the Department-level Award for Excellence in Labor Diplomacy, Joanna M. Schenke, were inadvertently omitted from the January issue.

Schenke, left, of the U.S. Embassy in Dhaka, won for “driving transformative change in labor rights and working conditions in Bangladesh following the murder of a prominent labor activist and the deaths of hundreds of workers in two industrial accidents.”



The Director General of the Foreign Service and Director of Human Resources Award for Excellence in Human Resource Management

Constance Dierman

For superior leadership in managing Human Resources at the U.S. Embassy in Kabul.



The General Services Officer of the Year Award

Stephen J. Cuthbertson

For “improving the housing, morale, efficiency and management practices” at the U.S. Embassy in Sanaa during Yemen’s political transition.



The Dennis W. Keogh Memorial Award

Karen N. Mims

For being the Watch Officer “who most embodies the spirit and ideals” of the late Dennis W. Keogh, former director of the INR Watch.



The Post Occupation Safety and Health Officer of the Year Award

Jesse Connelly

For “managing a highly effective and innovative safety program” at the U.S. Embassy in Kathmandu.



The David E. Foy Memorial Award For Excellence in Facility Management

William G. Keith

For “ensuring optimal readiness and enhanced quality of life for employees and family members in Mission Luanda.”

Post Holds Bike to Work Event

On January 15, a group of officers and locally-employed staff members from the U.S. Consulate General in Rio de Janeiro, Brazil, took part in a recreational bicycle ride to promote bicycling to work. The post’s Green Committee organized the event, which promoted sustainability and highlighted the growth of bicycle commuting in the United States and Brazil.

Rio de Janeiro has a large network of bike lanes throughout the city, but they are often sparsely used early in the morning. The bike-community event sought to promote fun and exercise, and to keep participants safe by assembling a big group of bikers to ride together.

The event generated positive news coverage in O Globo.com, the website for the largest Rio-based daily newspaper. The ride, which was about 10 miles each way, took around an hour. Participants enjoyed good weather and spectacular views of Sugarloaf Mountain, the Christ the Redeemer statue and Copacabana beach. The Green Committee intends to form a regular bike to work group.

Boy Scouts Visit Embassy Riyadh

In December, a troop of Boy Scouts made its annual visit to the U.S. Embassy in Riyadh, Saudi Arabia. Troop 257, comprised of more than 40 Saudi and American scouts, spent the day learning about what each office does and the rights and obligations of U.S. citizenship.

The visit, which is vital for the scouts' completion of the Citizenship in the World merit badge and achieving the Eagle Scout rank, was organized by the Regional Security Office, with help from other embassy units. The scouts met with Consular Officer Jeff Austin, who explained the visa application process, and Assistant Regional Security Officer-Investigator Jim Johnson, a former Eagle Scout, who spoke on conducting a fraudulent-document investigation. Scouts used hand held magnifiers to learn how to distinguish real documents from counterfeit ones.

Marine Security Guard Detachment Commander Maurice Cavers told the scouts what it takes to be a U.S. Marine and let them try on flak jackets, helmets and gas masks. Security Engineering Officer Trisha Marks welcomed the scouts to the "bat cave," where technical security equipment is housed. The fascinated youths viewed a monitor as a closed-circuit camera zoomed in on an unsuspecting cat on the embassy grounds.

Assistant Regional Security Officer (ARSO) Billy Lewis showed the scouts walking movements used in VIP protection and how to use radio communication to navigate around the grounds. ARSO Terry Lantz showed them how to wield a training baton to counter a threat. ARSO Nadim Abdush-Shahid demonstrated emergency response equipment.

The scouts donned security gear that covered them from head to toe and responded to imaginary threats. They then heard from Chargé d'Affaires Timothy Lenderking and ate a lunch of Meals Ready to Eat. Their scoutmaster, John Langford, offered "sincere gratitude to all the volunteers, who were equally enriched by the experience."



The group of more than 40 Boy Scouts that converged on Embassy Riyadh take a photo break.

Photo by Billy J. Lewis



At the Home for the Holidays event, Secretary Kerry held a child whose parent is on an unaccompanied tour.

Photo by Michele Dropp

Secretary Hosts Holiday Event

In January, Secretary of State John Kerry hosted the Diplomacy at Home for the Holidays event in the Diplomatic Reception Rooms at Main State. The celebration, originally set for December but postponed due to inclement weather, honored the service, dedication and sacrifice of U.S. government employees and their families who endure separations due to assignments in hardship posts.

The event, launched in 2009 by former Secretary of State Hillary Clinton and organized by the Office of the Chief of Protocol in collaboration with the Family Liaison Office, is geared toward children and includes activities, performances and gifts. This year, children and adults enjoyed decorating sugar cookies and creating care packages filled with candy to be mailed to their loved ones, who also received digital photos taken at the event and emailed to them. A Marine jazz combo and the Navy's bluegrass band, Country Current, provided music.

Secretary Kerry told the children of his gratitude to the families, adding, "I just want to say a huge thank you to every single one of you." He also expressed the thanks "of President Obama and the country," shook hands with attendees and posed for photos. Children departed with gift bags of items donated by event sponsors.

Diversity Notes

JOHN M. ROBINSON
OFFICE OF CIVIL RIGHTS

Alcohol, You and EEO

Yes, there is a connection. In the Office of Civil Rights, and especially during the end-of-year holiday season, we receive many reports of inappropriate and potentially career-limiting personal conduct that—but for the influence of alcohol—may not have taken place. In a significant number of instances, alcohol overindulgence plays a role in cases of inappropriate touching, insulting and/or discriminatory comments, and other conduct unbecoming of an official of the United States Government.

The point of this article is not to summarily denigrate the consumption of alcohol. This is not a sermon. Anthropologists document that most organized societies have produced and consumed some form of alcohol: beer from ancient Egyptians (barley), sake from Japan (rice), whiskey from Ireland and Scotland (grain), vodka from Russia (grain, potatoes), Madeira from the Island of Madeira and every conceivable wine from California. My own sainted mother fermented peaches in our garage for brandy home brew, and I have it on good authority that my dad in the 1930s was a part-time bootlegger in college during the years of Prohibition.

Alcohol plays a central role in numerous societal contexts: religious ceremonies, holiday traditions, weddings and celebrations of all kinds. As for courtship, just review its appearance in any Doris Day/Rock Hudson film from the 1950s.

Unfortunately, along with the pleasures of a good beer or a glass of fine wine, copious consumption of alcohol may result in impaired judgment, reduced inhibitions, slowed reaction times, and impaired speech and motor coordination. Inappropriate comments and unwanted physical contact are more likely to happen at events where alcohol is being consumed. Off-color and racist jokes that may find safe harbor in a bar have no place in an office environment. To make matters worse, the greater the amount of stress or isolation in the working environment, the greater the proportion of complaints involving alcohol overindulgence we see in S/OCR.



Whether you are a new manager, a recent Civil Service hire or a first-tour FSO, remember that people in positions to make decisions about your career may observe your conduct in a variety of professional and social settings. Your “corridor reputation” may be impacted by how you manage yourself in such situations.

Moderation and self-awareness, including abstinence, will usually be your best course of action. If you are concerned about your own drinking behavior or consequences from the role of alcohol in your life or relationships, confidential help is available from the Alcohol and Drug Awareness Program (ADAP, 202-663-1904). You can discuss your concerns, make a plan to reduce or stop drinking for a while, or get a referral for treatment with a medical professional in a confidential setting. Seeking professional assistance is a great first step if you have concerns that your relationship with alcohol may not be consistent with your career aspirations.

Again, this is not a sermon, but it may be very good advice. ■

A handwritten signature in black ink that reads "John M. Robinson". The signature is fluid and cursive, with a long, sweeping underline.



The mirror-like surface of Crater Lake in south-central Oregon reflects the blue sky and wispy clouds above. Situated in the caldera of a dormant volcano, Crater Lake is the deepest lake in the United States at 1,943 feet (592 m).

Photo by Isaac D. Pacheco





Sarah Ortegon, Kendall Old Elk and Larry Yazzie lead Moldovans in dance during a Dec. 5 performance at the National Philharmonic theater in Chisinau.

Photo by Natalia Gore

Dancers Delight

Native Americans perform in Moldova

By Brent Israelsen, assistant public affairs officer, U.S. Embassy in Chisinau

To the sound of drums and chants, five Native Americans with jingling dresses and feathered regalia recently brought their culture to the Republic of Moldova, a country that had never seen anything like the War Dance, Crow Dance, Fancy Shawl and Prairie Chicken Dance.

The Minnesota-based Native Pride Dancers—Larry Yazzie, Shaina Nizhone Snyder, Sean Querino Snyder, Sarah Ortegon, Kendall Old Elk and manager Christal Moose—came to Moldova on grants from the Department's Arts Envoy program and U.S. Embassy in Chisinau's public affairs section (PAS).

"This was the first time I've seen American Indians in person; everything I knew about them before was from Gary Cooper movies," said Mikhail Kushakov, vice rector for International Relations at Shevchenko State University in Tiraspol. Kushakov was all smiles after attending one of the dance troupe's workshops.

The Dec. 2-6 tour, called "A Celebration of American Indian Culture," was an opportunity to share with Moldovans a little-known aspect of American history and culture, and reinforced mission messaging on respecting minority rights and embracing ethnic diversity. Although the Moldovan Parliament recently passed the Law on Ensuring Equality, the country still has a way to go to protect and guarantee the rights of all its citizens, according to U.S. Ambassador William H. Moser.

"Minority groups around the world, including in the Republic of Moldova, remain the target of discrimination, harassment and violence," Ambassador Moser said during opening remarks at performances in Chisinau and Tiraspol. "We at the U.S. Embassy believe that one of the best ways to end discrimination and become a more tolerant society is to increase cross-cultural communication and understanding.

We all must recognize that cultural and ethnic diversity is a national strength."

Similar remarks were delivered by Vice Consul Denis Test at the performance in Balti and by Matthew Singer, a visiting Public Diplomacy desk officer, at the performance in Cahul.

PAS promoted the event through radio and television advertisements, and distributed dramatic posters featuring Yazzie in an action pose around the four cities where performances were planned.

PAS also launched a campaign on the embassy's Facebook page, where interest began building in early November with the posting of a Native American Heritage Month photograph as the cover photo. In the week prior to Native Pride's arrival, each of the dancers was featured separately on Facebook. The campaign helped readers learn:

- The dancers represented six tribes (Ute, Navajo, Northern Arapaho, Eastern

Shoshone, Crow and Meskwaki),

- They hailed from four states (Utah, Colorado, Montana and Iowa), and
- One dancer (Old Elk) now lives in Spain, and another (Ortegon) was recently crowned Miss Native American USA.

The first day of their tour opened with a press conference at the embassy's American Resource Center, where the dancers and Ambassador Moser met with a dozen TV, radio and print reporters. The dancers held a workshop to a standing-room-only crowd of more than 200 students at the Free International University of Moldova. They then returned to the American Resource Center to chat with university students. Later, they appeared on a popular live cooking/talk show on a major TV station to talk about their traditions and demonstrate a Native American wild rice dish.

The next day, in the northern city of Balti, Moldova's second largest, the dancers held a workshop at Alecu Russo State University and performed at the Municipal Cultural Palace. They then traveled to the opposite end of the country, the southern town of Cahul, for a workshop at B.P. Hasdeu State University and a performance at the Cultural Palace. Next, they held a master class in Chisinau at the Academy of Music and Fine Arts and performed at the National Philharmonic.

The group—whose international experience includes a tour of Jordan sponsored by the U.S. Embassy in Amman in 2012—wrapped up its week in Moldova in the breakaway region of Transnistria, holding a master class in Tiraspol and a performance at that city's Cultural Palace.

At each workshop and performance, Native Pride displayed dancing prowess and engaged the audience in Q&A sessions, then encouraged spectators to dance with them. After each event, the performers met with the press and audience members who wanted to be photographed with them and ask more questions.

"This was truly a lifetime experience for the Native Pride Dancers," said Yazzie, the group's artistic director. "I am honored to know we were



Above: Kendall Old Elk, left, and Larry Yazzie lead a group of Moldovans in dance during a Dec. 5 performance at the National Philharmonic theater in Chisinau; **Below:** Sarah Ortegon, left, and Yazzie speak to high school and college students Dec. 2 at the American Resource Center in Chisinau. *Photos by Natalia Gore*

the first Native American group to ever perform in Moldova."

Ortegon echoed that sentiment. "I loved how we had time to interact with students during the day and how we were allowed to meet and greet everyone after the shows," she said. "I learned a lot about the country. With this experience, I was able to share a piece of myself with people from across the world."

Although the tour occurred the same week as Secretary of State John Kerry's visit to Chisinau, it garnered substantial public interest through the press and the embassy's Facebook page. "A Celebration of American Indian Culture" reached key audiences and delivered an entertaining and educational message. ■



IDEA POWER

Books used to reach Jordan's people

By Silvio Gonzalez, information officer; Donna Gorman, public diplomacy officer; and Matthew Underwood, assistant cultural affairs officer; U.S. Embassy in Amman

When the U.S. Embassy in Amman asked those who follow the post's Facebook page for ways embassy officers could learn about Jordanian society and culture, one reply stood out: @Abdullah Gheedan advised, "Do something nice for the children who are patients at the King Hussein Cancer Center." The idea got so many "likes," the embassy knew it had to do it—and do it with books.

Partnering with the embassy's storytelling program, the post arranged for a university student volunteer to read American children's books to 30 young patients at the center. The children enjoyed a brief distraction, and their parents received books to read with their children at home. The parent of one patient said, "My son never looks forward to these treatments, but today was different; I think he really enjoyed himself."

This is just one example of Embassy Amman's success in finding inventive ways to integrate books into public diplomacy outreach. When paired with the right program, books can build bridges between cultures, trigger discussion and debate, and help extend the influence of the programs that bring them to life.

In another example, the embassy partnered with an Amman-based theater group to turn the award-winning book, "Sarah, Plain and Tall," into an Arabic-language children's play. Over the course of a year, local writers, set designers, actors and lighting experts created a play that would appeal to children and parents. The organizers were visibly nervous on opening night, wondering if anyone would show up to see a play about an American mail-order bride, but the theater was so crowded that children even sat on the floor. The actors—including two child actors from Amman—received a standing ovation.



Above: Books are at the ready in an American Corner's Arabic Books Program collection; Bottom: Economic Officer David Rochford leads a book club discussion in Madaba. Photos courtesy of U.S. Embassy

The play moved next to the northern towns of Irbid and Ramtha, near the Syrian border. In Ramtha, the performance was standing-room only, with more people crowded outside, all hoping to catch a glimpse of the actors on stage. As Rabeea Nasser, founder of House of Tales and Music, put it, “There aren’t many opportunities like this, for parents to take their young children to watch a play made just for them.”

The play made the news as far away as Great Britain. The London-based Al-Hayat newspaper said it was “one of very few plays that do not go into politics but rather give scenes reflecting social values, romance and daily challenges of family life.” According to the show’s director, these are “common characteristics of life in America and all other parts of the world, an element that made the play so appealing to the Jordanian public.”

The program also carried American values such as women’s self-empowerment and independence to remote corners of Jordan.

Books can also extend the life of programs. Two years ago, the embassy funded the Eureka! Mobile Science Van. The van, packed to its plant-topped sunroof with test tubes and other experiment ingredients, travels around Jordan bringing science experiments to under-resourced schools, where students otherwise would not get to experience the thrill of doing science in a lab.

To introduce Eureka! to the public and get Jordanian students excited about science, Embassy Amman invited science teacher and television personality Tim Perkins, aka Mr. Science, to Jordan. Perkins used his demonstrations to entertain young learners and show parents and teachers they can make science fun for children using everyday materials like marshmallows, toothpicks and drinking straws, materials that even resource-strained schools and families can afford.

To make sure that children could benefit from the experience long after Perkins and the van departed, Embassy Amman also translated into Arabic “The Everything Kids Science Book” and distributed copies to Jordanian teachers and public school libraries. The popular American book about making science fun “is exactly the kind of book we need in our classrooms,” one teacher said.

But book programs aren’t just for kids. As part of its outreach with religious communities, Embassy Amman brought interfaith dialogue expert Dr. Mohammed Abu Nimer to Jordan. In advance of the visit, the embassy distributed copies of Nimer’s book, “Unity in Diversity: Interfaith Dialogue in the Middle East,” to serve as the basis for his discussions with Islamic scholars, Christian leaders and students about tolerance, faith and religion. As Ambassador Stuart Jones put it, “The book really informed our programming on the topic of tolerance, giving us a way to start some tough discussions that need to take place in this region and allowing us to have a profound impact that will pay dividends in the years to come.”

More recently, the embassy translated Ben Casnocha’s “My Start-Up Life,” which embassy Economics Officer David Rochford used to initiate discussions at American Corners across Jordan. At each, Rochford talked to high school and college students about the promise and reality of entrepreneurship, introducing such terms as “hustle,” “diversify” and “go out on a limb.”



Above: Jordanian students learn from a volunteer from the Eureka! Mobile Science Van. **Bottom right:** Arabic Books Program Manager Ruba Hattar reads to children in Amman. *Photos courtesy of U.S. Embassy; Bottom left:* Youths are part of the “Sara, Plain and Tall” cast. *Photo by Nadim Hindawe*

Rochford talked to students about the myth that entrepreneurs can easily have it all, arguing that they need to set goals and prioritize, to choose the right path. He also explained how they could find suitable internships and volunteer work in their fields, and how to think about their academic majors. A young woman from the Ebn Taymia High School for Girls said the program gave her a “new perspective on her plans for her future.”

Embassy Amman’s experience has shown that strategically integrated books and traditional outreach programs form a pairing that is more than the sum of its parts. Well-designed outreach programs can help bring books to life in meaningful and engaging ways, giving comfort to sick children and hope to young adults facing an uncertain future. Because these books remain in audience members’ hands long after a program has ended, they also extend the shelf-life of the important messages that embassy outreach programs convey.

For more information on these or other American books in Arabic, visit the Arabic Book Program in Amman and Cairo at <http://jordan.usembassy.gov/abp.html> and http://egypt.usembassy.gov/pa/rbo_.html. Information on integrating books into public diplomacy is available from Ruba Hattar at HattarRH@state.gov. ■





Franklin Fellows

Experts offer science and business insights

By Mayra Robinson, manager, Franklin Fellows Program

In the Franklin Fellows Program, administered by the Office of Student Programs and Fellowships in the Office of Recruitment, Examination, and Employment, experts from academia, the private sector and civil society spend up to two years advancing foreign and international development policy.

The fellows do not occupy Civil Service or Foreign Service positions or take up scarce Full-Time Equivalent positions, nor do they receive compensation from the U.S. government. Instead, those from academia are typically on sabbatical and sponsored by their universities, while others are “self-sponsored” and receive no pay, and some are sponsored by the companies for whom they work. For instance, Lockheed Martin, Sandia National Laboratories and American Council of Learned Societies pay their employees working as fellows.

Paid or not, all of the fellows provide expertise on issues and work alongside Department and USAID staff seamlessly on complex issues and programs.

Franklin Fellows are mid- to upper-level professionals from both private-sector and non profit entities (including NGOs, academia, foundations, associations and others) sought after for their skill sets in their industries or sectors. They are seasoned experts from diverse backgrounds, ranging from scientists to attorneys to business executives, who focus on special projects and policies in areas such as human rights, trade promotion, energy security and conflict resolution. They boost their foreign policy knowledge and gain valuable professional experience.

For example, Pamela Phan, a former Stanford Law School lecturer with expertise in international investment and Chinese law, was a Franklin Fellow just as the Office of Investment Affairs (OIA) entered into a new phase of bilateral investment treaty negotiations with China. “OIA took under advisement much of what I contributed on issues of investment and disputes,” she said. “They involved me in projects in the same way other team members were involved, rather

than in isolation from the team.”

The 31 current Franklin Fellows serve in bureaus across the Department and USAID. Most work in Washington or New York at the U.S. Mission to the U.N. The program’s 145 alumni say they appreciated the opportunity to serve their country, and that the experience enriched the organizations they returned to.

Robert Dry, a retired FSO who is academic liaison to the Franklin Fellows Program, sees both the Department and the fellows’ employers gaining from it. “Expanding the bandwidth between academia, civil society, the private sector and the Department is a win-win public-private partnership,” he said. “Everyone comes out ahead.”

The fellows from the private sector play a particularly important advisory role in the Department and USAID by providing perspectives that enhance international economic policy, commercial advocacy and even the Department’s management. One fellow, for instance, was the dean of a Florida business school who wanted hands-on management experience in government. He advised the Department’s Global Financial Services Center in Charleston, S.C., collaborating with finance managers to analyze their business methodologies and ensure they used the latest business and management practices.

Another fellow, Ann Mei Chang, was a top Google executive who served for two years in the Secretary of State’s Office of Global Women’s Issues, focusing on the fact that millions of women in developing regions lack the Internet access that could empower them. “A significant aspect of my role has been establishing momentum behind this burgeoning field [of women’s empowerment] by raising awareness, establishing policy, educating practitioners and building connections and community,” she said.

During her fellowship, Chang spoke at dozens of seminars on advancing women’s digital empowerment worldwide and spent two months on temporary duty at the U.S. Embassy in Nairobi prior to Kenya’s recent elections, working to involve more women in the nation’s electoral process. She termed her tenure in the program “two inspiring, fulfilling and productive years.”

Many Franklin Fellows are scientists, and share their knowledge and expertise in the Office of the Science and Technology Adviser to the Secretary (STAS), Bureau of Oceans and International Environmental and Scientific Affairs, and regional bureaus. An early member of the program was a Purdue University statistician who served as science and technology advisor to the Bureau of African Affairs, often accompanying former Assistant Secretary for African Affairs Johnnie Carson to the region. That fellow helped the Washington policy community understand how science could address Africa’s challenges.



Alan Hurd, a materials scientist who came to the Franklin Fellows Program from the Department of Energy’s Los Alamos National Laboratory, served as the 2013 LAUNCH coordinator in STAS. LAUNCH is a strategic partnership between NASA, Nike, the Department and USAID to identify and support innovators whose ideas, technologies or programs have the potential to create a better world (launch.org). The 2013 LAUNCH challenge was to revolutionize the production and treatment of fabrics and textiles on a large scale in a sustainable way. Dr. Hurd’s enthusiasm affected everyone with whom he came in contact, and he said he enjoyed working with other Franklin Fellows and foreign policy experts.

Managers facing challenging issues that call for expert assistance should consider requesting a Franklin Fellow. The Office of Student Programs and Fellowships will work to find appropriate candidates, and should the hiring office decide to make an offer, the Bureau of Human Resources will facilitate security clearance processing and bringing the fellow on board. For more information about the Franklin Fellows Program, send an email to RobinsonML@state.gov. Additional information is available at careers.state.gov/FF. ■



Top: Former Franklin Fellow Ann Mei Chang makes a presentation.

Photo by James Pan

Above: Former Franklin Fellow Dr. Alan Hurd is an expert on Sustainable Development.

Photo by Mayra Robinson

Left: Retired Ambassador Earl Irving, second from right, shares his thoughts with three Franklin Fellows.

Photo by Robert M. Stewart



The author, third from right, stands with former Department of State interns before the start of a new semester at the Fletcher School.

Photo by the Fletcher School

Learning Experience

Academic study sharpens FSOs' talents

By Bridget Gersten, senior fellow, Fletcher School of Law and Diplomacy, Tufts University

Among the hidden gems on the Foreign Service bid list each year are training details that offer opportunities to recharge one's intellectual batteries and focus on top foreign policy issues through study at leading U.S. academic institutions, the war colleges, the National Defense University and think tanks.

According to Maryanne Thomas, director of the Office of Career Development in the Bureau of Human Resources, FSOs need to take the lead in designing their training programs if they decide to select a year of independent unstructured study.

"Most officers who seek these opportunities have some idea of what they would like to do during the year before they accept the assignment," she said. "The officer's experience must be of value to the Department and the university."

One top choice is the Fletcher School of Law and Diplomacy at Tufts University. Here, I'm studying alongside 10 senior-level Department of Defense (DOD) Military Fellows under the guidance of the Fletcher faculty and the school's new dean, James Stavridis, a retired U.S. Navy admiral who served from 2009 to 2013 as Supreme





Allied Commander of NATO. My fellow students also include a captain in the Marine Corps Commandant Program and a senior-ranking Veterans Administration official.

My goals in this assignment were to build my leadership skills and interagency expertise, and to participate in daily foreign policy discussions through research, coursework, seminars, simulation exercises and teaching. Having served overseas as a public diplomacy officer with my tandem spouse for more than 15 years, I now wanted time to delve deeply into current affairs, security studies and the policymaking process, learning from distinguished academicians and VIP guest speakers. Serving with Diplomat in Residence for New England Evelynea Sidereas boosts the Department's visibility at this premiere foreign affairs training institution.

The Department's relationship with Fletcher has deep roots. The term "public diplomacy" is said to have been coined here in 1965, and the school's Edward R. Murrow Center for Public Diplomacy honors the distinguished journalist and former director of the United States Information Agency (USIA). Ambassador Bill Rugh, who retired in 1996, has kept the Fletcher connection alive since the 1980s when he was selected as USIA's Edward R. Murrow Fellow and Diplomat-in-Residence, teaching courses on U.S. public diplomacy and U.S. foreign policy in the Middle East.

I was fortunate to prepare the U.S. Public Diplomacy course that I have been teaching here under the mentorship of Ambassador Rugh. He taught the school's hallmark public diplomacy graduate course from 2003 to 2013 as the Edward R. Murrow Visiting Professor of Public Diplomacy, and from 2008 to 2012 was a visiting scholar at the Issam Fares Center at Fletcher, organizing discussions on the Middle East. "The Fletcher-Department of State connection is mutually beneficial," said Rugh. "Fletcher benefits from

the presence of a career FSO on campus, [as] students are very interested in the practice of public diplomacy. The value to State is that the FSO has a chance to read and study in depth, in a premier graduate school."

"This is a great broadening experience to expand our insights into strategic issues, to get outside and away from group think and to be part of an academic environment that lets us look at the same problems from a different perspective," said one of the 10 military students, Col. Brent Cummings of the Army War College.

Another DOD student, Lt. Col. Michael Smith, also praised the program at Fletcher. "To be taught by and interact with some of the preeminent leaders in their fields is nothing short of inspirational," he said. "No other venue has such an impact, and [DOD's] service chiefs recognize that."

Benefits of these training programs are not confined to the Fletcher School. Alejandro "Hoot" Baez recently spent an academic year as a National Security Affairs Fellow at the Hoover Institution, a think tank at Stanford University. "For a year, I was able to step away from the tyranny of the inbox that most of us face in our day-to-day jobs and could instead look at issues in a more thoughtful and strategic way," he observed. "I am now better prepared for some of the challenges I am likely to face as I take on additional responsibilities within the Department."

Baez praised his connections with Hoover experts and military colleagues in the program, saying he'll draw on them when needed in the future. He also praised the opportunity to "rebalance" his work/life dynamic, noting that most participants come to the program after several years of high-stress jobs with long hours. The Hoover program, he said, is very family-friendly, noting that someone told him soon after arrival that, "if you are missing your kid's football game for something at Hoover, you clearly didn't get the memo regarding what this year is about."

The Fletcher program, meanwhile, offers opportunities to engage with faculty members, graduate students and a vibrant international community that includes visiting professionals from various nations' foreign affairs ministries, plus opportunities to study in a diverse environment—250 Fletcher students hail from 46 countries—and mentor and support future FSOs who are now Fletcher School students.

One such student is Tameisha Henry, a Charles B. Rangel International Affairs Graduate Fellow, who will become an FSO this summer after graduating with a master's degree in Diplomacy and Law. A former intern at the U.S. Embassy in Hanoi, she said colleagues there "had very different careers before joining the State Department, but all shared the same commitment to, and passion for, service to the United States." Another Rangel Fellow at Fletcher, Jessica Kuhn, also had a Department internship, in Manila, and looks forward to her Department career that will begin after graduation as well.

I'll continue working closely with and mentoring such accomplished students during the Fletcher School's spring 2014 semester, while teaching a graduate course on U.S. public diplomacy—enjoying my sojourn in New England, a real change from my home state of Arizona. ■

Above: The author takes a break from studies in front of her office at the Fletcher School.

Photo by A. Arditti

Opposite left: 2012-2013 Hoover Institution National Security Affairs Fellows pose with former Secretary of State and Hoover Institution Distinguished Fellow George Shultz. FSO Alejandro "Hoot" Baez is in suit at rear.

Photo by Hoover Institute, Stanford University

Opposite right: The author, in the black jacket, stands to the left of Admiral Stavridis at a gathering with DOD Military Fellows in the Fletcher School's Hall of Flags.

Photo by the Fletcher School



Regional Director Catherine Rodríguez, center, meets with the incoming Consul General of the Netherlands in Miami, Nathalie Olijslager-Jaarsma, right, and her Deputy Consul General, Steef B. van den Berg.

Photo by Susan Tapia

Building Relationships

Office provides services to foreign diplomats

By Catherine Rodríguez, director, Office of Foreign Missions' Miami Regional Office, and Susan D. Tapia, program assistant

A typical day at the Office of Foreign Missions' Miami Regional Office (OFM Miami) begins with a stiff shot of Cuban coffee. The staff then gets to work, answering phones and emails, and greeting diplomatic visitors, who rely on the office for such functions as issuing diplomatic license plates. The office serves the large community of foreign diplomats in the states of Florida, Georgia, North Carolina, South Carolina, West Virginia, Tennessee, Mississippi, Alabama, Kentucky and the territories of Puerto Rico and the U.S. Virgin Islands.

Established in March 2003, the Miami Regional Office is one of six OFM offices nationwide. OFM, headquartered in Washington, D.C., serves foreign diplomatic personnel working in the United States by providing them the privileges and services accorded them through reciprocity agreements (which also ensure that U.S. diplomats are treated fairly abroad) and protecting the U.S. public from abuses of diplomatic immunity by foreign missions' staff.

OFM Miami is headed by a Foreign Service officer, and staffed by four Civil Service employees and two interns. All told, they serve 78 consulates, 237 honorary consulates and 34 miscellaneous foreign government offices, covering 3,000 foreign mission personnel. The office's responsibilities include tax exemptions, diplomatic duty-free customs clearances, motor vehicle registrations and drivers licensing.

OFM is also a gateway for these consulates to work with local, state, and federal agencies, and it does liaisons on a variety of issues affecting foreign consular representation.

The office is in Miami in part because of the large concentrations of foreign consulates in Miami, Atlanta and Puerto Rico. The office performs outreach activities in these hub cities, interacting frequently on a one-on-one basis with members of the foreign consular corps and, in doing so, improving their stays in the United States and reinforcing the U.S. relationship with the diplomatic and local communities.

In 2013, OFM Miami conducted the first Auto Insurance Seminar in Miami. Representatives of insurance companies met with members of the consular community to educate them on how Department of State credentials are obtained and how insurance companies can provide better service and rates to the consular community. Consular community members learned how to obtain better insurance rates, and some gained savings of between \$800 to \$2,000 a year on auto insurance for consulates and their accredited personnel (Under federal law, consulate employees must carry and maintain high levels of liability insurance). In August 2013, the office held a similar seminar in Atlanta, all with the aim of helping foreign mission personnel comply with the Department's insurance requirements.



Above: Consul General Nilo Valledor of Chile accepts his consular license plates from OFM Miami Program Officer Ramon Molina; **Left:** The consul general of Honduras in Miami, Lizette Hawit, meets with OFM Miami Deputy Director Miguel "Mike" Morales during a staff assistance visit to the Consulate General. *Photos by Susan Tapia*



OFM Miami also works with local state and federal entities to assist foreign mission personnel. For example, OFM Miami recently partnered with the Atlanta office of the Bureau of Diplomatic Security (DS) and the Atlanta Police Department on a Security and Law Enforcement Seminar that provided law enforcement information to the consular community. A similar seminar in Miami brought together representatives from the 35 area consulates and representatives from DS, U.S. Customs and Border Protection, Immigration and Customs Enforcement, the Federal Bureau of Prisons, Citizen and Immigration Services, the Secret Service, the Social Security Administration and the Miami Passport Office.

Because many of the consulates in the Miami office's region are in disaster-prone areas, emergency management is a key priority. Through annual emergency management seminars, OFM Miami and its partners train consulates and honorary consuls on emergency management procedures, maintaining continuity of operations and OFM's role in emergency management. The office has coordinated with the Red Cross, local government officials and the Federal Emergency Management Agency to help the consulates understand the services these agencies can provide to their nationals in a disaster.

OFM Miami also practices sports diplomacy. A softball team that includes staff from OFM Miami, DS, the Miami Passport Office and the Florida Regional Center annually competes with a team from the Consulate General of Japan, a tradition dating to 2003. The competition at a field in Coral Gables, Fla., strengthens U.S.-Japanese friendship. However, the U.S. team lost the latest game and the competition's star trophy is no longer on display at OFM Miami. "It was a very well played game by both teams" said Miguel "Mike" Morales, lead coach and Deputy Regional Director of OFM Miami.

OFM plans to expand the tradition by hosting softball games with other consulate generals in Miami, and maybe even expanding the roster of sports. Bowling Diplomacy, anyone? ■

Capstone Exercise

Graduates ready for high-threat posts

By Lisa McAdams, speechwriter, DS Public Affairs



Washington Field Office Special Agent Raymond Wong stands at the ready during CAPSTONE training.

State Department photo

Rather than take a final exam involving multiple-choice questions or essays, graduates of the Bureau of Diplomatic Security (DS) High Threat Operations Course (HTOC) must endure days of high stress, little sleep and lots of chaos. The scenarios they face include securing a diplomatic motorcade or an embassy compound after it comes under complex attack.

The 18 students—six special agents and 12 security protection specialists (SPS)—who met that test most recently were participating in a new version of Capstone, the final four days of the HTOC. Held in December at a U.S. military training location in the mid-Atlantic region, Capstone was a multi agency exercise that marked the end of HTOC's 10 weeks of high-intensity training for DS personnel.

DS Assistant Secretary Gregory Starr said the revised HTOC is a huge step forward for DS and highlights how much the world has changed and reflects the new reality, in which DS agents and SPSs must prepare for any eventuality. Because the potential for violence against American personnel and facilities is not limited to High Threat Posts (HTP), Starr said DS must be ready to meet security obligations at all U.S. posts worldwide.

Capstone is based on scenarios involving the reopening of a fictitious U.S. consulate in the make-believe country of Erewhon. Over four days, students are drilled on securing high- and low-profile venues, engaging in high- and low-profile protective operations and performing "static" (nonmobile) security. Before the exercise ended, the students had been drilled on nearly 170 skill sets needed to operate in high-threat environments.

DS Assistant Director for Training Mark Hipp said the new version of Capstone is 10 times better than its predecessor and aims to ensure that employees do what they are supposed to do in a crisis, when stress is high.

Capstone differs from previous training in its focus on small-unit tactics and its use of military-style tactics for compound defense, rather than relying solely on physical security measures. Another difference, said Hipp, is its total-immersion format. After Capstone, he said, DS agents and SPS employees are ready for anything.

Deputy Assistant Secretary for HTP Bill Miller agrees. He said those providing HTPs' security must have topnotch skills to succeed. With Capstone training now well under way, he said he knows his people have the skills they need.

The Capstone course relies on scenarios, such as one in which students are transporting the post's consul general to a meeting in Erewhon. Agents set off to survey the scene and provide static security, but then two black sport utility vehicles approach. Suddenly, there's a blinding flash and an explosion.

"Incoming IED, vehicles down. I repeat, vehicles down," one student shouts. "Shots fired. Shots fired."

The students return simulated fire, secure needed supplies and head for safer ground with the consul general. Several agents throw smoke grenades to create cover as they move single file, guns at the ready, crouching forward. At last, they are inside a three-story cement structure they hope will provide safety. They secure the facility and check for roof access and exits. One covers the front

door, while another radios their position and requests help. But no Quick Reaction Force can help, so they will have to leave the building and take the consul general to a helicopter landing zone (LZ).

As the students develop a plan to get to the LZ, the instructors increase the stress by setting off loud alarms inside the building and calling for simulated mortar and rocket fire. The students are forced to go deeper into the building, away from the glass windows.

An hour later, the students are showing signs of stress, which an instructor said is not unusual, since they've so far had to perform about 60 essential tasks. At this point in the exercise, there's heavy emphasis on medical and driving skills—the so-called life-saver skills.

One new HTOC graduate, Raymond Wong, a special agent with the DS Washington field office, said he is now better prepared to face his job's challenges. Though he was a U.S. Marine, Wong said he received more weapons training and hard-skills training in this course than with the military. "The biggest learning curve was getting from planning to execution," he said. "Every time we had to role-play a scenario, we were gaining valuable, real-life experience that may protect us, or others, in the future."

DS Agent Rachel Cousin agreed. A four-year DS veteran assigned to the Secretary of State's detail, Cousin said she learned a lot more about tactics and communication, and working within a team to prepare for any contingency. The message of Capstone, she said, is "plan, prepare, rehearse and perform."

Special Agent Mark Sullo served as Strategic Coordinator of Capstone, which brings together more than 100 support personnel. Sullo said the HTOC encompasses a career-long cycle of instruction for all DS agents and includes new training courses for entry-, mid- and senior-level agents. "When things start going bad and morale starts sliding, one person can make a difference between life and death," he said. "I couldn't be happier with the results as the DS Training Center's staff has done an excellent job of turning vision into reality."

Dale McElhattan, acting chief of the DS Security and Law Enforcement Training Division, urged the course's new grads to remember that leadership is the key to survival and success. When they get to post, he said, they need to step up and lead to secure the confidence of those they protect.

Five HTOCs are offered annually, and the next is this month. ■

Foreign Service Officer Professors

'Teach America' in Colombia

By Patrick Branco, assistant information officer, U.S. Embassy in Bogotá, and Garth Hall, legislative management officer, Bureau of Legislative Affairs

Universidad Externado in Bogotá, one of Colombia's top universities, is a recruiting ground for the Colombian Foreign Ministry and counts many Colombian diplomats, Supreme Court justices, financiers and politicians among its alumni. This past fall, seven officers at the U.S. Embassy in Bogotá—most of them entry-level—taught a 16-week seminar at the university on the workings of the U.S. government. Among the topics covered were the workings of the Electoral College, the Second Amendment, freedom of speech and foreign policy development.

By the end of the seminar, the 17 students, Colombia's next generation of politicians, had gained a better understanding of the U.S. government and built ties with U.S. diplomats.

"Learning about the amendments of the Constitution and their history have helped me to understand why the law is applied as it is today and gave me wider capacity to analyze the current political affairs of the U.S.," said student Maria Camila Garcia Martinez.

The project got under way after the university early last year contacted the embassy public affairs officer (PAO) to see if an officer could talk to a class about U.S. immigration reform. The PAO recruited first-tour officer Saul Mercado, who was a Vassar University professor before joining the Foreign Service. He delivered such a top-notch presentation that, afterward, the International Relations faculty at Universidad Externado wanted to develop a course with embassy officers. By May 2013, Mercado had recruited six colleagues—Garth Hall, Rachel Snell, Gabriel Tames, Preston Savarese, Kyle Richardson and Patrick Branco—and drafted a proposal.

The next step was determining what they'd teach. The university set the dates and times for a July-October class for juniors, and established a rough curriculum, centering on U.S. government basics, American domestic issues and how U.S. foreign policy is formulated. The university also assigned them a teaching assistant named Elina Rivera, and the FSO volunteers met with her early and often. During June, they determined what each class session would focus on; who would teach which class and when; what required readings, homework and exams were needed; and how the course would be graded. Rivera provided invaluable insights into Colombian students.

As the weeks progressed, a strong partnership formed between the participating university faculty, FSO volunteers and PAO. After the curriculum was approved, students registered for the class, and the FSOs were given approval by their section heads to be away from regular duties so they could teach.

The seminar was small and its students were vocal. The focus moved from U.S. government operations to more complex issues, and the format varied from lectures to debates to simulations. In one simulation, students pretended they were creating a Pan-South America Union, and had to confront many of the same challenges faced at the U.S. Constitutional Convention.



Externado students take notes as U.S. diplomats lecture about the different branches of the U.S. government.

Photo by Universidad Externado

Looking back, Paula Buitrago, a seventh-semester Externado student, said, "I have many memories, starting with the doughnuts that Mr. Garth took to explain how to divide the budget when a presidential candidate needs to promise something to people."

The embassy volunteers sometimes disagreed among themselves or with the university faculty on matters such as how much reading to assign, which topics to cover and whether exams should be conducted in English, as the university requested. In the end, the university staff was thrilled with the program, and many students raved about it. Furthermore, some participating FSOs found it to be one of the best experiences in their careers. Some of the students and FSOs have kept in touch.

Foreign Service careers call for composure, oral communication skills, cultural adaptability and judgment, and are honed through outreach efforts like the Universidad Externado course.

"I had fun while also developing my skills as a diplomat, in the sense that I had to make sure not to express a personal opinion that was inconsistent with official U.S. foreign policy," said Gabriel Tames, a second-tour FSO. The course gave FSOs experience in public speaking and answering difficult questions about U.S. policy.

Though social media have changed public diplomacy in ways never imagined just 10 years ago, traditional outreach, through vehicles such as this university course, is still important. Given the course's success, the embassy plans to expand its partnerships with other Colombian academic institutions. ■



Nicknamed the "Pearl of the Adriatic," Dubrovnik is a prominent tourist destination. Its Old Town is surrounded by walls offering great views of the city and nearby islands.

Photo by Damir Fabijanic



CROATIA

Embassy Zagreb tackles change in charming locale

By Michal Wieczorek, political intern, and Ted Fisher, economic officer,
U.S. Embassy in Zagreb



Croatia offers an assortment of sights, sounds and architecture, and reflects its Slavic, Italian and Austro-Hungarian influences. The varied landscape is spotted by mountains, Roman ruins, lakes, thousands of miles of stunning Adriatic Sea coastline and 1,185 islands.

But along with enduring charms comes rapid change. Croatia is at an important moment of transition. July 1, 2013, marked the culmination of a 20-year journey from independence to membership in the European Union (EU). For Croatians, this meant external recognition of the remarkable changes that have occurred in the country and a return to their rightful place in Europe. While the credit belongs to Croatia and the Croatian people, their accomplishments are also U.S. policy successes and a validation of the U.S. position that promoting greater Euro-Atlantic integration will ensure long-term peace, stability and prosperity in this corner of Europe.

The Croatia of today is unrecognizable from the Croatia of even its recent past. Deputy Chief of Mission Margaret Nardi, who served as the Croatia desk officer 10 years ago, remembers when NATO and EU membership were distant goals and the dominant issues were about closing the chapter on the Homeland War. The success achieved in such a short time is a source of pride for Croatians, Nardi said, and exemplifies the types of transformative changes the United States hopes to see replicated across the region.

One way to maintain the momentum that has brought Croatia so far so fast is to “help the people of Croatia exploit the benefits of EU membership, especially for the young people,” said U.S. Ambassador Kenneth Merten. Trying to expand Croatia’s nascent entrepreneurial class is an important embassy goal. “We encourage Croatia to develop the entrepreneurial culture found in the United States and more prosperous European countries, and seek to ensure entrepreneurs enjoy the same respect and admiration as entrepreneurs in the United States,” said Economic Officer Thomas Johnston. The embassy has begun several initiatives to support this objective, including an annual Start Up camp designed to develop Croatian start-up proposals into viable businesses.



Above: Boats dot the port of Hvar, an island town in the Adriatic Sea; **Right:** The Croatian Art Pavilion, center, is a prominent landmark in downtown Zagreb. *Photos by Juraj Kopac*

Evolving Partnership

Embassy Zagreb is helping to define the evolving bilateral partnership. “Though Croatia is an EU member, it is one with which we have had historically close relations, and we don’t expect that to change,” said Nardi. She pointed out that Croatian personnel have served with distinction in Afghanistan since 2003. “Croatia’s day-to-day focus is now dictated by the need to coordinate with 27 other EU states and institutions,” Ambassador Merten said, but Croatia and its people still look to the United States as a close friend and strategic partner.

Geography influences the embassy’s work. “Croatia’s rich seafaring tradition has a significant impact on consular operations,” said Consular Section Chief Robert Neus. “On the nonimmigrant visa side, our second-largest category of applicant is crewmember.” In 2012, Croatia’s stunning coast was visited by millions of tourists, including an ever-increasing number of Americans, many arriving on cruise ships. The coast is three hours or more by car from Zagreb, so it’s fortunate that the consular section benefits from “outstanding support from both the Ministry of Foreign Affairs and local contacts scattered throughout the country” to assist with any issues, Neus said. Consular officers “are able to gain a variety of hands-on consular experience doing both visa work and services for American citizens,” noted Vice Consul Lauren Santa.



Benefits of a tour in Embassy Zagreb are not all work-related.

With its picturesque, Habsburg-influenced architecture; vibrant café culture; night life; and easy access to sensational travel destinations along the Croatian coast and in neighboring countries, Zagreb is a great location for families and singles alike.

“This is a family-friendly post,” said Lika Johnston of the Community Liaison Office (CLO). “It’s easy to navigate, and there are a lot of things to do with kids—parks, indoor swimming pools, museums, the zoo.” Spouses who do not work at the embassy have many opportunities to become active in the community, including getting involved at the American International School of Zagreb (AISZ) or the International Women’s Club, she added.

The CLO facilitates a robust schedule of activities and trips, from monthly wine-and-cheese events to excursions to nearby destinations. In addition, there are plenty of opportunities for weekend getaways, as Zagreb is only a few hours by car from Vienna, Budapest, northern Italy and spectacular coastal destinations within Croatia, such as Istria and Split.

“My wife and kids love it here,” said Neus. “It’s a safe city for children. I see teenagers at the bus stop at 11 p.m. and kids taking public transportation without any problems. Also, my wife is active at AISZ. My kids attend AISZ and have both Croatian and international friends.”

Housing is well maintained by an efficient facilities management team. Many families live in the foothills of Medvednica Mountain, convenient to AISZ. The embassy also leases apartments in the city center and houses near the embassy, on the southern outskirts of Zagreb.

Clockwise from left: Assistant Public Affairs Officer Elizabeth Blumenthal shows Croatian children how to carve a pumpkin. *Photo by Embassy Zagreb*; High school students from Croatia and neighboring countries participated in a “Step Afrika” dance program sponsored by the Public Affairs Section. *Photo by Embassy Zagreb*; Hikers head into Plitvice National Park, home to hundreds of waterfalls reached by a network of walking bridges. *Photo by Damir Fabijanic*



Culture and Sports

There is no shortage of indoor or outdoor activities to choose from. “There are a lot of museums if you are into art and culture, and endless travel opportunities,” said Santa. “The coffee culture is amazing. There must be more coffee bars per square block than even in Italy.” Sports lovers will find a highly athletic culture with a special fondness for soccer and basketball. There are even small baseball and American football leagues.

Outdoors enthusiasts can enjoy scuba diving and national parks that offer hiking and rock climbing for all skill levels. Skiing is available on Medvednica, although many travel to slopes in the nearby Alps, Slovenia, Italy or Austria. “There are so many activities here, even without leaving the Zagreb area,” said Lika Johnston, such as strolling through the charming nearby town of Samobor or visiting Medvedgrad castle overlooking the city.

Newly arrived Americans are often surprised to find that so many Croatians speak English. While knowledge of Croatian is helpful, employees and family members find they can get along well without a deep knowledge of the language. “It is a great advantage that theaters show movies in English, with subtitles,” said Lika Johnston. “It really adds to our range of things to do.”

Zagreb has all the conveniences of a European capital, while being manageable and easy to navigate. “I love the outdoor markets with their fantastic fruits and vegetables,” said Alexandra Kincses, an embassy spouse. “There is also great public transportation, and a lot of nice parks. Spring and fall are beautiful here.”

Croatians are hospitable and “appreciative of the role the United States played in their independence,” said Ambassador Merten, so being an American in Croatia is special. Few destinations offer so many opportunities for professional development and personal enrichment. ■



Above: Locally Employed Staff members Vladamira Djukic, left, and Duska Duric pose in front of a waterfall at Krka National Park; **Top left:** Ambassador Merten shares a light moment with kids at a Black History Month book donation activity; **Bottom left:** Following an outreach event in the port city of Rijeka, Consular Officer Lauren Santa stands in front of a building that once housed former New York City Mayor Fiorello La Guardia. *Photos by Embassy Zagreb*



Left: Embassy bicyclists rode from Zagreb's central square to the embassy on Bike to Work Day; **Right:** Elisabeth Merten, left, and Elisabeth Blumenthal faced off in a Thanksgiving pumpkin pie bake-off. Photos by Embassy Zagreb



Post of the Month



At a Glance

Croatia

Capital: Zagreb

Government type: Parliamentary democracy

Area: 56,594 sq. km.

Comparative area: Slightly smaller than West Virginia

Population: 4,475,611

Languages: Croatian (official), Serbian, Italian, Hungarian, Czech, Slovak and German

Religions: Roman Catholic, Orthodox, Christian and Muslim

GDP per capita: \$17,600

Export partners: Italy, Bosnia and Herzegovina, Germany, Slovenia and Austria

Export commodities: Transport equipment, machinery, textiles, chemicals, foodstuffs and fuels

Import commodities: Machinery, transport and electrical equipment; chemicals, fuels and lubricants; and foodstuffs

Currency: Kuna (HRK)

Internet country code: .hr

Source: The World Factbook



FUTURE LEADERS

Ambassadors engage African youth

By Evan Fox, political and economic affairs officer, U.S. Embassy in Harare

Two U.S. ambassadors and a deputy assistant secretary clapped and cheered as two groups of 15 young people, one from Zimbabwe and one from Botswana, recently danced and sang together in an auditorium as part of a cross-border youth exchange organized by the U.S. embassies in Harare and Gaborone. The students live fewer than 60 miles from each other, separated only by a busy border crossing, and share aspirations and challenges in a region that has high levels of gender-based violence (GBV) and HIV/AIDS, as well as endangered wildlife populations.

Under the Planning for the Future: Conservation, Health and Economic Opportunities exchange, Ambassador to Zimbabwe Bruce Wharton and Ambassador to Botswana Michelle Gavin, plus Deputy Assistant Secretary of State for Southern African Affairs Dr. Shannon Smith, participated in a week-long program in December to engage promising future leaders of the two nations.

"The United States cares about the future of Africa, and the future of Africa is best embodied in the young people of the continent," said Ambassador Wharton. "The U.S. government has an interest in increased prosperity, stability and development throughout sub-Saharan Africa ... There is no way to get there without these young people," added Ambassador Gavin. She noted that "Botswana's most precious natural resource is definitely its human capital."

The three diplomats spoke of their own paths to success, offering inspiration to the youths. "Don't close off the path to a dream you

might have," Smith advised the students, who expressed interest in a wide variety of careers, from politics to health to conservation. The program emphasized public service and a culture of volunteerism, with the students participating in three community service projects while in Botswana, from tree planting to painting a local educational center.

The diplomats highlighted President Barack Obama's Young African Leaders Initiative (YALI), which Ambassadors Wharton and Gavin helped initiate in 2010. Starting in 2014, YALI's new Washington Fellowship will bring 500 African youth to the United States for leadership training, academic coursework and mentoring. The diplomats also highlighted higher education opportunities in the United States, noting the advising resources available through both embassies' EducationUSA programs.

Youth in Zimbabwe and Botswana face significant challenges to achieving their dreams. Since GBV affects at least two-thirds of women in both countries, as well as their children, the three diplomats facilitated small-group discussions on GBV and how the international community, governments and individuals can fight the problem. GBV is "not a women's issue; this is a human issue," said Ambassador Wharton. "We all have a responsibility to find some way to respond to this."

Millions of people in Zimbabwe and Botswana are also affected by HIV/AIDS, and wildlife poaching and trafficking in the region are destroying natural resources and eco-tourism opportunities; roughly

\$7 billion to \$10 billion annually is lost to the global black market for wildlife products. Water shortages also affect both countries, with corresponding political, health and development implications.

In interactive sessions, exchange participants explored each of these challenges. A Zimbabwean hip-hop dance crew performed for the group to raise HIV/AIDS awareness and discussed the power of art and music in conveying health messages. The group explored nature reserves in both countries on foot and by vehicle, and visited a new fence, constructed by a Zimbabwean public-private partnership to minimize conflict between endangered rhinos and surrounding communities. A U.S. Fulbright fellow in Zimbabwe organized a cross-disciplinary panel on water management that offered ways to address water shortages, and a U.S. Fulbright scholar in Botswana discussed ways to boost tourism management regionally.

Ambassador Wharton noted the importance of bringing both nations' youth together in crafting a regional approach to problems. In "addressing serious issues such as water, health and economic development, it is important to look at the regional effects," he said, adding that the two nations must "work together to improve the lives of people on both sides of the border."

But working together presents its own challenges. Some Zimbabweans seeking greater economic opportunities travel to Botswana, where many experience discrimination. Tension between the two countries increased in recent months, when Botswana broke

ranks with the Southern African Development Community to join the United States, the United Kingdom and others in the international community to voice concerns about Zimbabwe's July 31 presidential, parliamentary and local elections.

During the exchange, the youths shared accommodations, experiences and opinions. They also gained cultural insights through discussions on preserving local languages, visits to important cultural sites and performances of traditional dance and music.

Ambassador Gavin said the exchange was an opportunity to sweep away stereotypes and fears, and instead "talk about collaboration and how an initiative that starts here could be a tremendous benefit to peers on the other side of the border." She said she hoped the youths would "build a network with one another so that they could share information about opportunities, experiences, strategies for dealing with challenging situations," and come to the realization that "prosperity is not necessarily a zero-sum game ... a prosperous southern Africa should involve the whole region."

Ambassador Wharton believes the United States stands to benefit from a prosperous Africa. "A young Zimbabwean who is healthy, who does not require medical intervention; a young Zimbabwean who has a decent job and can become a trading partner for a young American; a young Zimbabwean who gets a good education and can help advance responses to climate change and epidemics like HIV/AIDS ... those are all good things for the United States," he observed.

As the exchange drew to a close, the youths exchanged contact information and made plans to keep in touch. Tracy Dube, a Zimbabwean high school student, said she had made new friends, and "we will be interacting via Facebook and sharing ideas." Social media will be a key means of communication, and both embassies are fostering new connections through Web pages for sharing photos and information, as well as through the Twitter hashtag #ZimBotsYouth.

Together, these young leaders will strive to forge a prosperous future for their countries and the African continent. The United States stands ready to support them. ■

Opposite: Students learn about the economic and ecological effects of human-wildlife conflict at Matobo National Park in Zimbabwe.

Photo by Evan Fox

Left: Zimbabwean youth present a local traditional dance; **Below:** Ambassador Wharton, DAS Smith and Ambassador Gavin take part in a program with 30 students from Zimbabwe and Botswana and educators. *Photos by Kelly Phelan*





Disaster Relief

United States mounts coordinated response effort in typhoon's wake

By Bettina Malone, public affairs officer, U.S. Embassy in Manila



Sailors from the USS *George Washington* Carrier Strike Group work with Philippine citizens to load an SH-60 Seahawk helicopter in support of U.S. relief operations.
Photo by Mass Communication Specialist 2nd Class Shannon Heavin



Top: Cmdr. Spencer Abbot, commanding officer of Navy Strike Fighter Squadron 27, briefs Assistant Administrator Nancy Lindborg regarding USAID-Defense Department collaboration to ensure aid reaches the places hardest hit by the typhoon.

Photo by Carol Han

Above: Ambassador Philip S. Goldberg helps distribute USAID/OFDA relief to typhoon survivors in Palo, Leyte, a task he undertook less than 24 hours after arriving in the Philippines.

Photo by Harold Elvina

Super Typhoon Haiyan slammed into the Philippines on Nov. 8, killing more than 6,000 people and negatively affecting 16 million more, including 7,000 who are still missing. It demolished infrastructure across the central Philippine islands and destroyed nearly 90 percent of homes in Tacloban, the affected area's largest city (population 220,000).

In the disaster's wake, the United States was one of the first countries to lend aid to the Government of the Philippines (GPH). The U.S. Embassy in Manila coordinated the efforts of nearly all of the 20-plus federal agencies and sections in Manila, gaining immediate contributions from the departments of State and Defense and U.S. Agency for International Development (USAID). Thousands of U.S. citizens were in areas affected by the typhoon, and assisting them was central to U.S. efforts.

As dire predictions of the storm's size and power appeared in weather reports, USAID's Office of U.S. Foreign Disaster Assistance (USAID/OFDA) deployed a Disaster Assistance Response Team (DART) to the Philippines. In the 48 hours prior to the storm's landfall, members of Embassy Manila's Joint U.S. Military Assistance Group (JUSMAG) coordinated with the Armed Forces of the Philippines (AFP) and the U.S. Pacific Command to create a plan, should the military's humanitarian assistance or disaster relief be necessary. On Nov. 7, Embassy Manila broadcast an emergency message to U.S. citizens advising them to take all necessary precautions.

The day after the typhoon hit, Chargé d'Affaires Brian L. Goldbeck responded to a GPH request for help by authorizing U.S. disaster-relief assistance through USAID/OFDA. In fact, just two hours after the storm's end, Col. Mike Wylie and Maj. George Apalisok of JUSMAG landed at the typhoon-ravaged Tacloban airport. The next day, they met there with Ben Hemingway of USAID/OFDA, who'd taken a boat all the way from Cebu. The three were the first U.S. responders on the scene, and their close coordination enabled the first deliveries of U.S. and international aid that helped save hundreds of lives and met the needs of hundreds of thousands of survivors.

Back in Washington, D.C., the State Department established a task force and USAID activated a Response Management Team to complement daily coordination meetings at the U.S. Embassy in Manila. Twice a day, U.S. civilian and military teams working on the response exchanged information, reported on activities and planned the next few critical hours, ensuring Washington and the White House had the latest information. This coordination made the response more efficient and accelerated the international response.

U.S. Marine Corps Forces, Pacific led the Department of Defense (DOD) support efforts, moving a forward command element from the 3d Marine Expeditionary Brigade (3d MEB) from Okinawa to Manila on Nov. 10 to support the U.S. response, conduct assessments and set up a staging area at Villamor Airbase in Manila. As DART's humanitarian assistance experts assessed the affected areas, the U.S. turned those assessments into action and airlifts.

On Nov. 11, 3d MEB's main body arrived and set up a 24-hour command center supported by four MV-22 Osprey aircraft, three C-130 cargo planes and 220 Marines and sailors.

JUSMAG personnel deployed to Tacloban on Nov. 9 camped out at the airfield for nearly two weeks following the storm, helping the GPH and AFP reopen the airport and coordinate the transport of relief supplies. Marines cleared storm debris from the runway, set up air and ground traffic control from the back of a Humvee and even installed floodlights, to enable night flights. JUSMAG also deployed a liaison officer to Cebu, another affected area, to help synchronize U.S. government and AFP efforts. As Cebu Airport became an important emergency response hub, that officer facilitated information sharing between the AFP and the Marines.

USAID/OFDA, meanwhile, helped meet the affected area's immense food and water needs almost immediately after the storm. It arranged for DOD's transport of prepositioned material, including enough plastic sheeting to protect 20,000 families and nearly 46,000 hygiene kits. Those materials, plus kitchen sets, sleeping mats, blankets, flashlights and high-energy biscuits, were distributed to approximately 75,000 people shortly after the storm, and sixty 2,000-liter tanks of water were placed at the locations where they were most needed.

USAID's Office of Food for Peace (USAID/FFP) aided the World Food Program's Emergency Operation by facilitating the immediate local purchase of 2,400 metric tons (MT) of rice and 40 MT of high-energy biscuits from Dubai. The Philippine government included the food in its first distribution of family food packs to affected populations in Tacloban on Nov. 13, just five days after the typhoon. USAID/FFP also arranged the immediate airlift of 55 MT of emergency food from Miami and loaded 1,020 MT of rice from a USAID warehouse in Sri Lanka onto a ship that arrived in Cebu on Dec. 3.

The typhoon knocked out power and much of Tacloban's municipal water system. To ensure the area had clean water, USAID/OFDA channeled funds through Oxfam and the U.N. Children's Fund (UNICEF), and DOD transported a generator that restored the city's water supply.

USAID/OFDA worked with local officials to establish family registration, tracing and unification systems. After dropping off relief supplies, the U.S. military transported thousands of displaced people from the affected areas to Manila to seek medical care, escape the devastation and reunite with their loved ones.

As the international relief effort grew more complex, Lt. Gen. John E. Wissler, commander of III Marine Expeditionary Force, came to Manila with a 50-person command element to facilitate coordination. The USS George Washington carrier strike group, with its 6,000 sailors and more than 80 aircraft and 20 helicopters, also joined the effort, with the helicopters delivering assistance to areas still unreachable by land.

In less than two weeks, DOD transported more than 3.3 million pounds of emergency relief supplies and provided \$5 million for logistical support to the United Nations. By the second week of November, approximately 50 U.S. military ships and aircraft were supporting the relief effort, and nearly 1,000 U.S. military personnel were deployed directly to disaster areas.

The embassy's public affairs section set up an interagency coordination team to deal with media interest and unify the U.S. government's message, and American Citizen Services (ACS) responded to calls from family members and friends trying to locate loved ones in the affected areas. Thousands of U.S. citizens live in the Visayas region, and the embassy eventually received more than 1,400 welfare and whereabouts inquiries. ACS sent teams of consular officers on one of the earliest U.S. military flights to Tacloban, where they assisted hundreds of U.S. citizens to obtain transport to Manila. They also helped U.S. citizens needing emergency medical evacuation or treatment, and offered loans to citizens who had lost everything in the storm, even helping some to return to the United States.

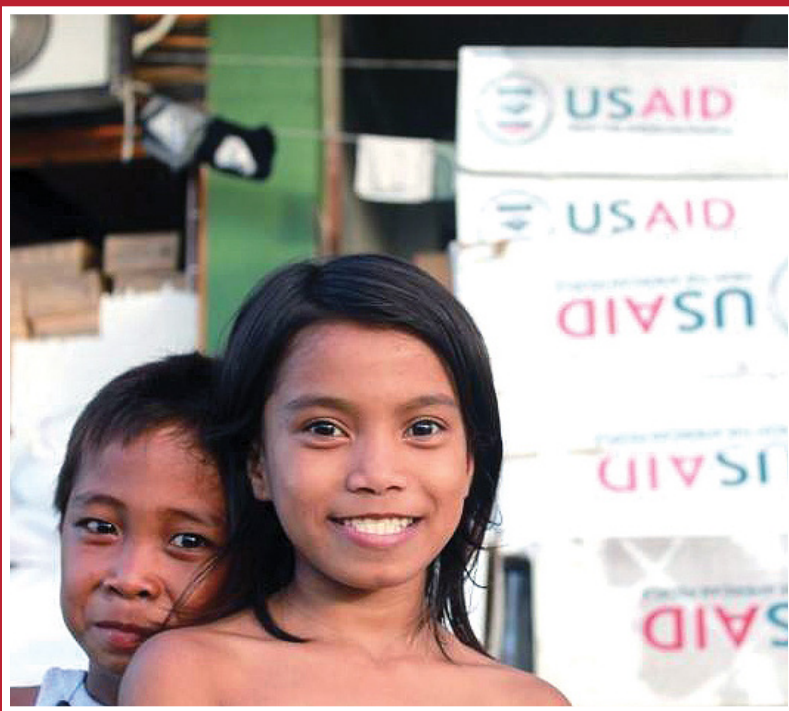
Over three weeks, ACS teams traveled also to Cebu, Leyte and Samar provinces, locating more than 350 U.S. citizens and helping consular officers from other embassies locate their missing citizens. ACS officers confirmed that seven U.S. citizens had perished in the storm, and provided all appropriate consular assistance to their families. A U.S. Navy aircraft flew a U.S. citizen and his family out of the remote village where they were stranded, and the ACS team and 3d MEB Marines worked together to airlift eight orphans to Manila. By the end of December, eight weeks after the storm, ACS had successfully located and confirmed the welfare and whereabouts of 1,426 U.S. citizens, with only nine U.S. citizens unaccounted for.

After nearly a month, the GPH and U.S. government jointly determined that U.S. military aid was no longer needed, and the typhoon response moved from the emergency-relief to the early-recovery stage.



Consular Officer Abigail Richey-Allen assists the family of a U.S. citizen.

Photo by Tim Reid



Top: Hospital Corpsman 1st Class Leia Dibiasie, right, from the USS Mustin talks with an Armed Forces of the Philippines soldier about offering medical aid.

Photo by Mass Communication Specialist 3rd Class Mackenzie P. Adams

Above: Angelina, 10 and her family sought shelter Nov. 18 at Tacloban's Astrodome, where a USAID partner assisted thousands displaced by the typhoon.

Photo by Joe Lowry, IOM

By mid-December, the United States had committed more than \$86.7 million to logistics, humanitarian coordination, emergency shelter, protection, food security, livelihoods, transitional shelter, water, sanitation and hygiene for typhoon-affected populations. At its peak, the U.S. military response included more than 13,400 military personnel, 66 aircraft and 12 naval vessels. In all, DOD delivered more than 4 million pounds of relief supplies and transported more than 21,000 people on more than 1,300 flights.

On Dec. 18, Secretary of State John Kerry visited the nation and announced an additional U.S. contribution of \$25 million for typhoon victims. At the Tacloban airport, he stood alongside representatives from the GPH, USAID, DOD and the embassy to note the teamwork of the relief effort. "I can tell you unabashedly and with great pride, you have done incredible work here together," he said. "And all of that has been done in very close partnership with the Philippine government."

A "whole of government" approach, galvanized by the direct, coordinated efforts of thousands, plus the support of thousands more in, D.C., and elsewhere, made possible the U.S. government's disaster response.

The responders were impressed by those they helped. Capt. Eric Johnson, a military flight commander who provided medical care to survivors in Tacloban, recalled how he'd walked with a chaplain through some of the hardest-hit villages. "Listening to survivors' stories while simultaneously hearing the tap-tap-tap of hammers as people tried to rebuild their lives—it was remarkable," he said. "I am amazed by the optimism and resiliency of the Filipinos and impressed to see people who have lost so much still smile and press on in the face of adversity." ■



From left, Rector Professor Dr. Beate Schücking, Ambassador John B. Emerson and his wife, Kimberly Emerson, cut the ribbon at American Space Leipzig's opening.

Photo by Andreas Lamm

American Space Opens in Eastern Germany

In December, U.S. Ambassador to Germany John B. Emerson and his wife Kimberly opened the American Space Leipzig, a joint initiative of the U.S. Embassy in Berlin, U.S. Consulate General in Leipzig and University of Leipzig, the second-oldest university in Germany. The Department has more than 800 American Spaces worldwide, 10 of them in Germany. American Space Leipzig is the first to open in the former German Democratic Republic.

Located in the state-of-the-art university library Bibliotheca Albertina and the Institute for American Studies, American Space Leipzig will provide information and programs about U.S. politics, culture and society. There's also information on internships and academic exchanges.

"It comes down to a simple recognition that, in foreign policy, people are crucial," Ambassador Emerson said. "Nowhere is that lesson of history more obvious than right here in Leipzig. We cannot address the challenges of the 21st century solely through the lens of government."

Retirements

Foreign Service

Bohne, Brent R.
Carbajal, Noe
Hourani, Katrina N.
McDermott, Grace E.
Powell, Jo Ellen
Schenck, Donald A.
Siefkin, David
Stachowitz, Carol A.

Civil Service

Bailey, Jurgen D.
Biernacki, Eileen Valerie
Biniaz, Susan
Caron, Patricia J.
Chabot, Martin G.
Cyr, Patrick R.
Doyle, Jeffrey M.
Feldman, Cheryl Alice
Frame, James West

Gentile, Karla C.
Gilbert, Marcia J.
Hamilton, Henry E.
Harvey, Raymond H.
Jensen, Carolyn J.
Kenagy, William D.
Lewis, Paulette C.
Lewis, Willodean
Ligon, Tyrone A.

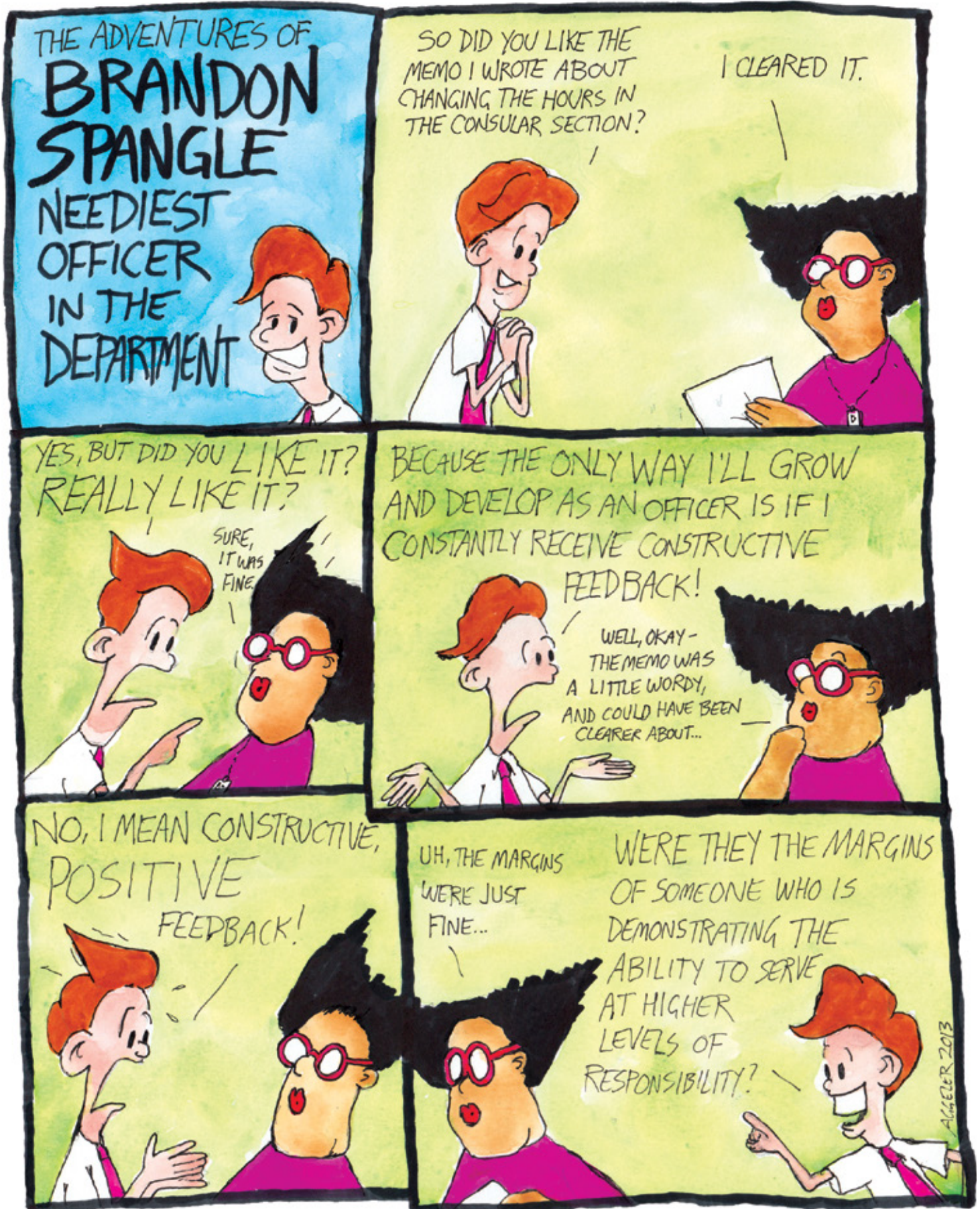
McKinney, Myra Rowlett
Miller, Cathy Denise
Myers, Sharlene A.
Nelson, Amy B.
O'Sullivan, Paul F.
Sotiropoulos, Maria A.
Tudoran, Cora Emilia

Ethics Answers

Q: During a meeting with an NGO about a grant, the NGO's representative asked if I wanted to work for them. I love working for the Department but want to find out more about the position. What should I do?

A: Because you did not say "no," you are now considered to be seeking employment with this NGO and must immediately stop working on the grant and any other matter involving the NGO. Decide if you are interested in pursuing the position, and if not, tell the representative immediately and definitively "no." You can then resume your duties related to this NGO. If you are interested in the position, do not work on anything involving this NGO until you are told you did not get the position, you leave the Department or you tell them you are no longer interested. There are reporting requirements for employees who work in procurement or who file a form OGE 278. Post-employment limitations also affect what you can do for the NGO once you leave the Department. More information is at <http://ls.state.sbu/sites/efd/>.

Ethics Answers presents hypothetical ethical scenarios Department employees might face. For help with real ethical questions, email ethicsattorneymailbox@state.gov.



MED Helps Create a Happy, Healthy Workplace

By the Office of Medical Services' Wellness Program

Good health is our most valuable possession, but we often take it for granted. Good health is about finding balance in life physically, mentally, socially, spiritually and emotionally. It's about being productive, feeling well and interacting in a positive way with people and the environment.

A healthy and productive workplace is conducive to sustained mental concentration, physical and mental stamina, and problem solving. It leads to greater alertness, better relations with co-workers and more enjoyment at work, as well as lower stress, absenteeism and medical bills.

Unfortunately, U.S. statistics continue to show a large percentage of our population is obese, sedentary and subject to other health risks. While people are living longer, unhealthy habits during work years can contribute to poor health in later life.

To combat these bad habits, wellness and healthy workplace initiatives encourage individual responsibility, and support and motivate those trying to improve their health. Medical providers and wellness coaches offer evidence-based interventions that empower groups and individuals.

The Office of Medical Services' Wellness Program seeks to help employees achieve and maintain good health and well-being. Working with other offices and bureaus in the Department and with feedback from employees and wellness devotees, the Wellness Program creates, coordinates and facilitates a diverse series of wellness activities.

Updated program information is announced in Department notices, as well on the MED/DASHO SharePoint site. Highlights include:

- MED Wellness Speakers Program offered monthly at HST. Topics include:

- How to be happier and more fit (program completed).

- Heart health (on Feb. 13, with MED's cardiologist, Dr. Joe Romeo).

- Mediterranean diet and lifestyle, technology of wellness and humor in the workplace (later this year).

- Weight management and physical activity programs at various locations:

- Healthier eating advice is on our website, along with many tools to help employees achieve a healthy body weight.

- The Weight Watchers group support program, in conjunction with the American Foreign Service Association, offers a 17-week program that began in January.

- The Biggest Loser Challenge at FSI.

- Walking Wellness programs, including line dancing; yoga, Bollywood and Latin dancing; desk-side exercise; and Zumba.

- Martial arts classes.

- Resiliency and stress reduction seminars, including:

- Confidential individual counseling and group seminars offered by Employee Counseling Services and tailored to an office's specific needs.

- Yoga,

- Meditation,

- Divorce support group and

- Grief support groups.

Visit the MED/DASHO/health promotion website and direct questions to us at MEDHealthPromotion@state.gov. Follow us on Twitter, twitter.com/WellnessatState, and "like" us on Facebook, facebook.com/HealthPromotionAtState. Let us know how we can help you set up your own wellness program.



Photo by Staff Sgt. John Bainter

Obituaries



John E. Crump, 85, a retired Foreign Service officer, died Oct. 20 in Wichita, Kan. He served in the Army in Germany before joining the Foreign Service. His postings included Auckland, Stuttgart, The Hague, Brussels, London and Tel Aviv. After retiring in 1981, he returned to Lakin, Kan., to manage the family farm. He was president of High Plains Public Radio and active in several county and regional organizations.



Thomas L. Forbes, 78, a retired Foreign Service communications officer, died Dec. 8 at his home in Burke, Va. He served in the Navy before joining the Department in 1957. His postings included Asuncion, Copenhagen, Algiers, Saigon, Cairo, Reykjavik, Tokyo, Belgrade and Rome. After retiring in 1985, he worked as an office manager and spent time with family and friends.



Albert S. "Bert" Fraleigh, 93, a retired USAID officer, died Jan. 10 in Sequim, Wash. He served with the Navy in World War II and U.N. relief program in China before joining the U.S. foreign assistance mission in Taiwan. He later served in Laos, South Vietnam, the Philippines, Korea, Indonesia and Okinawa. After retiring in 1976, he ran companies in Singapore, Taiwan, Hawaii and Seattle, and taught international business. He competed in senior track and tennis competitions.



Richard A. Johnson, 68, a retired Foreign Service officer, died Dec. 25 from a heart attack in Sydney, Australia. He served in the Army before joining the Department in 1967. His postings included Guatemala, Tripoli, Vienna, Frankfurt, Geneva, Bogotá, Asmara, Djibouti, Khartoum, Melbourne, Kuwait, Suva, Canberra, Seoul and Taipei. After retiring to Canberra in 1997, he enjoyed traveling the world as a rehired annuitant, serving at posts in the East Asia and Pacific region.



Aili M. Kiuru, 72, a retired Foreign Service specialist, died Dec. 8 in Mérida, Mexico. Her postings included Tegucigalpa, Brussels (NATO), Asunción, Montevideo, Bern and Prague. She was secretary to three ambassadors. She retired to Washington, D.C., and then Mérida, where she had earlier been a Montessori teacher. She was active in the International Women's Club of Merida.



John E. Manion, 89, a retired Civil Service employee, died Dec. 13 from complications related to cancer. He lived in Springfield, Va. He served in the Army during World War II, before beginning a 36-year federal government career with the General Accounting Office and the Department, where he specialized in international monetary affairs. After retiring in 1985, he worked for the IRS. He was active in community affairs and his church, and volunteered for local charities.



Cecil B. Smyth Jr., 84, a retired Department employee, died Jan. 4 at his home in Schwenksville, Pa. He served in the Army for 24 years, and worked, through the Army, for the Department for many years. He enjoyed tracing the genealogy of his family and Revolutionary War ancestors, and wrote books on the battles in which they participated.



Charles G. Wootton, 89, a retired Foreign Service officer, died Jan. 11 of natural causes in San Diego, Calif. He served in the Army during World War II and joined the Department in 1949. His postings included Stuttgart, Manila, Bordeaux, Brussels, Ottawa, Bonn and Paris (OECD). After retiring in 1980, he worked for Gulf and Chevron corporations, and was San Diego City Schools' Volunteer of the Year.

Questions concerning employee deaths should be directed to the Office of Casualty Assistance at (202) 736-4302. Inquiries concerning deaths of retired employees should be directed to the Office of Retirement at (202) 261-8960. For specific questions on submitting an obituary, please contact Bill Palmer at palmerwr2@state.gov or (202) 203-7114. ■

End State



Bahrain

An undulating golden sea of sand stretches out across the central portion of Bahrain.

Photo by Edward Musiak



Zimbabwe

An African skimmer, with its distinctive, oversized lower bill, rests on a mudflat in Hurungwe.

Photo by Robert Muckley

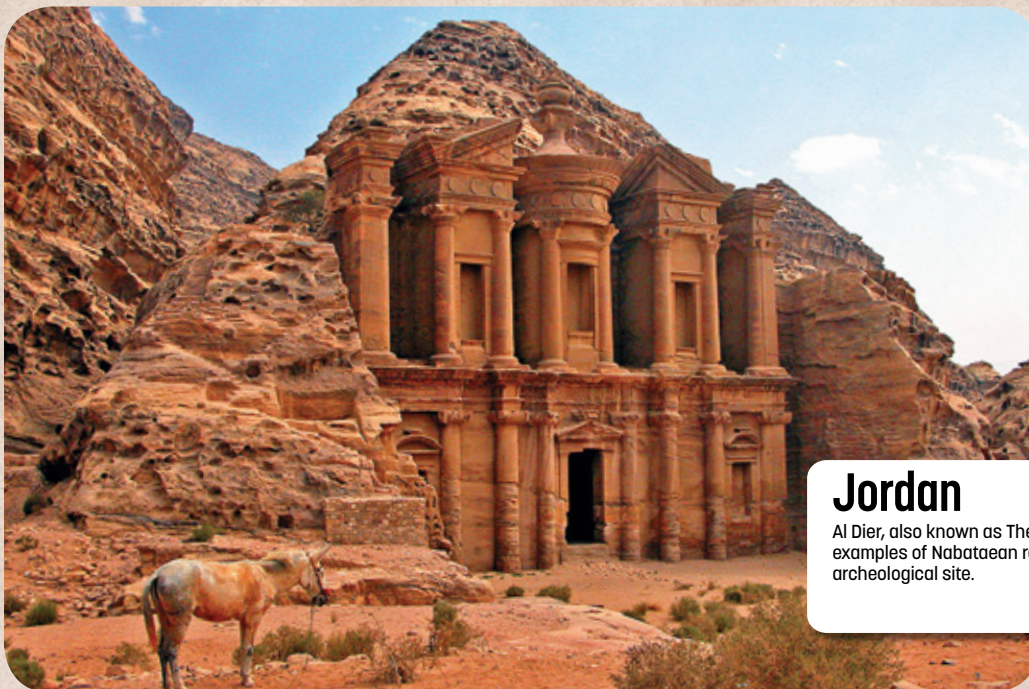




Moldova

A field full of sunflowers brightens a stretch of road between Bender and Tiraspol in Moldova.

Photo by Guttorm Flatabø



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Jordan

Al Dier, also known as The Monastery, is one of the largest examples of Nabataean rock-cut architecture at the Petra archeological site.

Photo by Dennis Jarvis





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Return Your Foreign Affairs Day Invite

RSVP cards go out this month for Foreign Affairs Day, the May 2 homecoming for Department retirees. Return the card promptly (with payment) if you plan to attend the luncheon. If you've not attended recently and wish to, send an email to foreignaffairsday@state.gov.

